

Agenda and Minutes – OZ Board Meeting

Date: April 19, 2018

Present: Sarah Kleinman, Rabbi Amy, Grace Oedel, Vivien, Bill Miller, Nat Lew, Judy Rosenstreich, Karen Corbman, Harvey Klein, Wayne Senville, Becky Wasserman, Naomi Barrell, Lila Shapiro, Miriam Sturgis, Adam Bluestein, Jessica, Suzanne, Basha Brody **Absent:**

Facilitator: Vivien **Meeting Recorder:** Sarah

| | Topic/Outcome – Who | Discussion | Action Steps |
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| 5:30-5:35 | 1. D'var Torah –Rabbi Amy | Women Wage Peace – founded in Israel to bring together Jewish and Arab women to make a stand for peace. Formed chapters across Israel; planned for a march across country to Prime Minister's residence. A video was shown | |
| 5:35-5:45 | 2. Approve minutes and review action steps | Nat moved to approve minutes, Wayne seconded—all in favor, minutes approved | |
| 5:45 – 7:00 | 3. Budget review and approval – Bill Miller | <p>Summary sheet and finance committee policy questions sheet handed out.</p> <p>Budget process has evolved over these years. Hoping to stay at policy level for review. Be reminded that Board is ultimately responsible.</p> <p>Overview – looks like this year we will come in with a \$40k loss, \$20k better than projected. Next year's budget, if no changes tonight, assuming remaining with cantorial intern, looks about only a \$2k loss (though we need to come up with \$75k to make that happen; each year has an unfunded shortfall we need to raise and it increases each year). We've come a long way and are doing much better than projected this year.</p> <p>Two different 3-year experiments; one related to cantor, one related to budget (break even within 3 years that board agreed to). Budget is reflective of this.</p> <p>Once we get to a zero/break even, finance committee wants us to start paying back debt over a 5 year period (40k debt for fy18 and any in fy19 and 20).</p> | <p>Can the finance committee think about what situation we might find ourselves in where we need to make serious decisions; what is that magic number? Does such a thing exist?</p> <p>Need to articulate what is core? And how we build our budget around that.</p> |

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| | | <p>Not committing to fy 20 and 21 by voting on this coming year's budget.</p> <p>Only summary will be handed out, not the detail as it has personnel information such as salaries.</p> <p>We have not gone through a budget reduction exercise; we only reduced low hanging fruit. Is there a threshold that we would hit before we need to really make difficult decisions and cut in new areas? No answer specifically. Need to keep paying attention to monthly reports and monitor.</p> <p>Will tax law affect contributions? Rick Wolfish doesn't think so but it's possible.</p> <p>The board, the staff, everyone is responsible for attacking the budget shortfall; board is tasked with development.</p> <p>Policy ideas –program budget; used to be a facilities line; independent operations like the shuk and they were told to break even. The facilities line would fluctuate to reflect whatever they brought in and wasn't necessarily accurate. We never knew what their actual cost is. Those operations also needed to know what OZ wanted and how they could grow and use any extra money brought in? Who would own that extra money? Idea is to create a number for facilities (10k for preschool, 3k for shuk)...and, ultimately we should reconsider is what's core. Is pre-school now core like Hebrew school? Budgets were using this idea of a program budget with the facilities fee included.</p> <p>The budget presented had us needing to raise 75k to come in at a 2k loss...but we should be targeting a 30k loss per the 3 year agreement; changing the 75k unfunded shortfall to 48k will then bring us to a 30k loss as we were asked to do for compliance to the three year experiment.</p> | |
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| 7 -7:20 | Break –Minyan | | |
| 7:20 – 7:35 | 4. Stopping Stones Project – Paul Growald Outcome: To understand Stopping Stones project and vote on OZ involvement | <p>Memorial plaques from Germany shared. They were created to memorialize victims of Nazis. Wants to bring the project remember those enslaved and express gratitude to them. 20 have been installed in different states; uncover names of enslaved individuals.</p> <p>Social action committee recommends that OZ becomes the first sponsor of one in VT (Paul makes them by hand). Research the who and where, create a ceremony, and then do something concrete. Shared a 2 minute video of a ceremony in Guildford, CT</p> <p>VT Historical society is interested in this. Paul is trying to grow this effort into a full organization.</p> <p>Sponsor = \$250 and hold a ceremony ; Ski Rack would be the first location in VT since that’s the location of a home that had slaves.</p> <p>Judy moves that the board approves OZ sponsoring the markers and installation of two markers (\$500); Bill seconds; (Karen says the social action committee will cover the cost); all in favor, motion carries.</p> | Social action committee will work with Paul to make this happen |
| 7:35 – 7:45 | 5. Cantor search discussion – Paul Growald Outcome: To hear and understand a congregant’s point of view on this issue | <p>Pledged money in support of a full-time cantor for first 3 years. Concerned that Rabbi Amy has enough support for pastoral duties and other work beyond leading services. From an ethical standpoint, must avoid anything that would cause burnout or compromise quality of support for congregants. Given our demographics, congregants require levels of support that is hard for any Rabbi to meet.</p> <p>Strongly urge us this coming year to find support for Rabbi Amy and launch our search.</p> <p>Conversation led to fundraising thoughts for sustaining; membership drive is an option.</p> | |

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| 7:45 – 7:55 | <p>6. Fern Hill Report – Lila Shapero Outcome: For OZ board to be updated on Fern Hill</p> | <p>Board vacancy – Suzi Wizowaty has joined the board.</p> <p>Planning an addition; many improvements to interior; bring up some units to ADA accessibility; zoning application submitted and approved; hired a construction manager; working with bank for a June closing.</p> <p>Lot line adjustment with OZ –has been quite the process. 3 or 4 (building, electrical, etc) permits still open at OZ that’s holding up the process. Hoping that in next few weeks this will be resolved and Fern Hill can finish the paperwork and closing, and pay the 20k to OZ for the adjustment.</p> <p>Fern Hill is section 8 housing; low-income residents. Based on age and if not seniors, disabled individuals are eligible to live there also.</p> | <p>May need to find another location for youth high holiday services – stay apprised of construction</p> |
| 7:55 – 8:10 | <p>7. Committee Reorganization – Vivien Brown</p> | <p>Emailed new recommendation. See document for restructure.</p> <p>Every committee comes in under an umbrella group. (some are stand-alone like HR and finance)</p> <p>Board liaison is just that; you don’t need to be a member of the committee (though you can be); some large groups have two liaisons (liaisons can work together to figure out how to divide the work). Be in touch with committee with information they should know and can also inform the board with information that’s needed to be shared. May or may not attend meetings.</p> <p>Lifelong learning; more committees than people; not all committees are active; again, up to both liaisons how to break it out. Liaison role is not to start those committees (keep informed, be informed)</p> <p>Nat moves to approve the new structure, grouping, Suzanne second. All in favor, motion passes</p> | |
| 8:10 – 8:30 | <p>8. Report – Rabbi/Executive Director/Hebrew School Principal</p> | <p>Rabbi – major event this weekend; Peter Yarrow concerts; study group on race is postponed a bit; first VT delegation at</p> | <p>Let Grace know if board term limit looks</p> |

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| | <p>Outcome: To engage board in work of Rabbi, Executive Director and Hebrew School Principal</p> | <p>JStreet conference; survey out for first congregation Israel trip; I-engage program is coming to close.</p> <p>Grace – board report emailed out; trying to complete projects before maternity leave; yurt has zoning and building permits received, June 3 tentative yurt raising date; got official word for early childhood program funding to expand and build a new bathroom to scale up; can now accept state subsidies (not act 166); sanctuary conference held (migrant justice, ACLU, VT Interfaith action and more); board term limits document handed out (one still unfilled spot) .</p> <p>Naomi –Hebrew School ends May 13; all are invited to commencement starting at 10:30; enrollment looks flat or higher for next year. Almost all staff will be returning. Created two check ins for parents and kids to get feedback/qualitative data re experience at OZ. Working on curriculum for mural and will be passed to mural committee which would have the Hebrew School pilot a curriculum for one of the super electives. Will know by beginning of May if Nadav funding will continue. Biggest challenge for teens is time. Will be introducing new element called Hebrew through movement – involves play acting and speaking only Hebrew for youngest grades on up (Kochava is knowledgeable on this program)</p> | <p>incorrect (Wayne’s term needs to be changed to term ends December 18.)</p> <p>Last strategic planning session is May 10 – please plan on attending.</p> |
| <p>8:30 – 9:00</p> | <p>9. Machzor review – Rabbi Amy Outcome: To make a decision on new machzor for OZ</p> | <p>Two machzor’s shared (Eit Ratzon and Lev Shalem)</p> <p>Lev Shalem is from same series as our current prayer book; came from Rabbinical Assembly conservative movement with a committee/group approach; more on page, more refined by scholars. Not fully transliterated.</p> <p>Eit Ratzon is done by a Rutgers professor (and creator of the book we use for weekdays); comes from the chavurah movement, created without the help of a larger committee. Full transliteration. Does not follow natural eye flow for how Hebrew is written; white paper harder on eyes. Not as refined as the other.</p> <p>There was discussion about whether to make the decision now or wait until after the High Holy Days.</p> | |

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| | | <p>A great deal of outreach was done to the congregation on this, but the decision was made to reach out to more congregants, including Hebrew School, for an additional month, to get further input. We hope to have a decision in May 2018.</p> <p>Judy made a motion that we would go ahead and approve a purchase with funds raised through donations and the decision of which would be made at the May meeting.</p> | |
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Ongoing action items:

- Vivien and Rabbi Amy will come up with a plan to evolve the bimah seating.
- Judy R will send the most updated version of the bylaws to board members once completed; ensure updates include language about board liaisons to committees.
- Grace will check to see what term length Becky will fill – options for each person; will be shared at next meeting.
- Need a member of the religious committee task force to come to the board with a proposal regarding revitalizing small sanctuary space – In May
- Encourage kitchen committee and Kiddush committee to work together
- All board members should sign up on the outreach list that Grace shared.
- Need to find Nov meeting minutes to approve

Action items from March board meeting:

- Rabbi Amy will get info to the Exec Comm about what is allowed and not with 501C(3) status related to advocacy. – sent Eric and Karen to the RAC; still looking for document;
- Need to get fiduciary responsibility information to board (oversight-- it wasn't in the packets). Sent - done
- Need to update board of directors list. List of board members in alphabetical order, with terms listed, for ease of use, including contact information - Grace will share
- Grace will share conflict of interest policy; all sign the form once read - done
- Miriam will find figure for initial kitchen loan – done; correct
- Vivien will be doing twice a month office hours to build better relationships – started on April 16; no one came, not going to continue
- Rabbi Amy will share a visioning document that the board should discuss at a future meeting
- Every other month check in on board engagement and outreach work. Add strategies for specific needs at each check in.
- Vivien will talk to Grace about fundraising events. - done
- Jeff Potash will join at April meeting to share more about mural effort. (Note: due to time needed for budget review in April, Jeff will attend in May)
- Mural team should check out Rokeby Museum to get an example of what the mural museum could replicate.

- Need to figure out what to do about more plaque space as we are running out of space. (need to find or develop policy on what to charge for plaques)
- Send Vivien suggestions of who the youth member should be. High school age appropriate. – no response as of yet; idea for Sophie Arwood or Zoe Hecht
- Create an annual event calendar that includes planning deadline dates